

Central Intelligence Agency
Washington, D.C. 20505

17 August 1982

Executive Director

NOTE FOR: DDCI

- Delegable item; if you want me to sign off, I will.
- However, given the emotional history of this issue, I thought you should see the package.
- Recognizing that a large part of all this is political (i.e., the DCI can hire/fire whom he wishes in NIC/SRP), we ought to talk about some of the realities.
- Given the complexities, Jim's proposal makes sense, at least as an interim solution to a decision from our putting a case to OMB for increased SIS ceiling.



File - 7838/82
ER

13 AUG 1982

Executive Registry
82-192/4

MEMORANDUM FOR: Acting Director of Central Intelligence

THROUGH: Executive Director

FROM: James N. Glerum
Director of Personnel

SUBJECT: SIS Ceiling Allocations for the I and E Career Services

REFERENCE: Memo for ExDir, from D/OP, dtd 15 March 82,
Subject: NIC/DDI/E Career Service SIS Matters

1. Action Requested: That you approve the recommendations contained in paragraph 3.

2. Background and Staff Position:

a. The reference expressed my concerns regarding the impact on the I and E Career Services SIS headroom resulting from the reallocation of SIS ceiling and change of Career Service designations for the NIC SIS officers. Furthermore, inclusion of the NIC and the SRP under the "E" Career Service may cause difficulty in the future in finding assignments for officers no longer suited for or who no longer desire assignment with the NIC/SRP. Considering the nature of the NIC/SRP organization and its unique staffing requirements, I recommend that a separate SIS ceiling allocation be established not to exceed the Agency SIS ceiling to SIS position percentage of [] In other words, the NIC/SRP would be authorized a separate SIS ceiling [] by applying the [] percent figure to an SIS approved position total of [] Currently there are [] SIS officers charged to the NIC/SRP Staffing Complement, meaning that they may promote or hire five additional officers and remain within their SIS headroom. Recognizing that the Director places a high priority on the staffing of these organizations and in the event it becomes necessary to exceed this approved ceiling, the DCI SIS ceiling reserve is available for this purpose.

b. Correspondingly, the DDI SIS ceiling will be decreased from [] which will create a negative headroom situation. The DDI is aware of this and believes that attrition and the approval of new SIS positions will partially relieve the problem. It is also hoped that our paper on the need for additional SIS ceiling will receive a favorable reaction from OMB.

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3. Recommendations: That you approve:

a. A separate SIS ceiling allocation for the NIC/SRP to be established at percent of its approved SIS positions;

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b. That the NIC/SRP not be permitted to hire or promote SIS personnel in excess of its approved SIS ceiling without requesting approval to use a portion of the DCI reserve;

c. That the DDI SIS ceiling be reallocated from

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/s/ James N. Glerum

James N. Glerum

CONCUR:

Executive Director

Date

APPROVED:

/s/ John N. McMahon

Acting Director of Central Intelligence

17 AUG 1982

Date

Distribution:

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